(b) whether the management totally ignored the concerned reorganised union while making such gross change of service condition of a part of the non-executive employees;

(c) whether it is also a fact that the management of CMO failed to observe the statutory obligations required for bringing about a change in service condition of CMO employees by increasing the work hours of newly recruited stenographers; and

(d) if so, what are the steps taken by Government to set right above irregularities committed by the CMO management?

THE MINISTER OF STEEL AND MINES (SHRI M. L. FOTEDAR): (a) All Executives in CMO, SAIL work for eight and a half hours including lunch recess. In terms of a tripartite settlement with some recognised Branch Unions, identical working hours are also followed by the non-executives in those branches. Appointment letters of newly recruited stenographers stipulate the same working hours as for Executives in the CMO in those branches.

(b) No consultation with the Unions is considered necessary to stipulate service conditions for new recruits which do not affect those of the existing employees.

(c) No, Sir.

(d) Does not arise.

Central Marketing Organisation, SAIL

2311. SHRI SAMAR MUKHERJEE: Will the Minister of STEEL AND MINES be pleased to state.

(a) whether Government are aware that in the Central Marketing Organisation of SAIL ninety percent of the employees have been represented by All India Coordination Committee of SAIL employees' Unions which is a recognised body since 1978;

(b) if so, whether it is a fact that the recognition was granted to the above Coordination Committee to deal with all policy matters governing the service conditions of the employees;

(c) whether it is also a fact that recently the management of CMO started negotiations with local branch unions of CMO on policy matters like increase in working hours, computerisation etc., ignoring the recognised All India Coordination Committee;

(d) if so, whether it amounts to unfair labour practices unworthy of a public sector management; and

(e) whether instructions are being issued to CMO management to give up the above practice and to deal with the All India body with regard to policy matters governing the service conditions etc.?

THE MINISTER OF STEEL AND MINES (SHRI M. L. FOTEDAR): (a) The All India Coordination Committee (AICC) of SAIL employees Unions is one of the recognised bodies of CMO, SAIL. The percentage of employees represented by the AICC has not been established or computed.

(b) The recognition granted in 1978 to AICC was only as negotiating agent on behalf of specified recognised unions on general issues of an all India nature only.

(c) AICC has not been ignored in negotiations on matters of increase in working hours, computerisation etc. Discussions on these issues have been conducted with AICC for nearly two years now. However, for optimum utilization of human resources and improving efficiency, negotiations were recently held with some recognised branch unions, and Tripartite settlements, where arrived at, are made applicable to the concerned branch employees only.

(d) No, Sir.

(e) Does not arise.